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# REPORT ON SALARIES OF NURSING DEANS

## 1986–1987

March 1987
Institutional Data System
American Association of
Colleges of Nursing

aacn

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# REPORT

# ON

# SALARIES OF NURSING DEANS

# IN

# COLLEGES AND UNIVERSITIES

March 1987

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# INTRODUCTION

## Overview

This is the ninth annual report on nursing deans' salaries published by the Institutional Data System (IDS) of the American Association of Colleges of Nursing (AACN). The average salaries reported here represent the chief administrative officers of baccalaureate and graduate programs in AACN member schools. Of the 392 schools surveyed in fall 1986, 371 schools or 95 percent returned a completed questionnaire. Not every response was usable in its entirety. The calculation of salaries represents a total of 347 deans of collegiate programs. This number excludes data on interim deans (N=23) serving as temporary replacements and one dean who was unable to provide a salary.

The first section of the Report on Salaries of Nursing Deans presents a brief summary of key facts from the survey. Section 2 outlines the methods used in the survey as well as explanations of the terminology used in the questionnaire. A discussion of the survey results appears in Section 3. All tables display salary data on a calendar year basis; table 3 illustrates the conversion of 47 academic year salaries to calendar year salaries as compared to 300 calendar year salaries.

The 1986-87 IDS Survey Series consists of three reports: Faculty Salaries, Enrollment and Graduations, and Deans' Salaries. Each of the three reports can be used independently of the others.

As an additional service, AACN provides each member school with a computer printout showing its ranking with peer group schools on selected variables. Begun in 1980, this standard printout includes a count of baccalaureate and master's graduates for the preceding year with percentage increase or decrease, full-time faculty and percentage with doctorates, assistant professor salaries, and percentage salary gain for all faculty in the school. Schools may also request customized printouts of data they choose to examine in greater detail. At all times, the confidentiality of member schools is guaranteed.

## Background of the Institutional Data System

The Data Bank Project was officially launched by AACN late in 1978. The purpose of the project was to develop a database to support policy research and decision making for member schools and for the organization. Early on, priority was placed on the development and refinement of the salary survey. Since 1979 the report series has been published annually, consisting of three components: salaries of full-time nursing faculty, salaries of nursing deans, and salaries of faculty in administrative positions. The third report, on salaries of administrative faculty, was annual until 1984 when it was placed on an alternate year schedule. The next report on salaries of administrative faculty will be available in the 1987-88 series.

In 1982, requests from AACN members led to the production of a report on enrollment and graduations that would accompany the salary reports. The following year, concern over a possible shift in enrollment resulted in an analysis of institutional data for four years in order to identify trends. This four-year analysis plan has been continued as the standard format.

## Section 1. Facts In Brief

Characteristics of the survey participants are summarized to provide background for interpretation of the findings. In fall 1986, 392 member schools were sent the annual IDS Survey. A total of 371 schools or 94.6 percent returned questionnaires. Twenty-three of the questionnaires were not useable because the dean held an interim position. The dean's salary was unavailable for one school making the number of useable returns 347 or 88.5 percent. A breakdown of schools by region showed the following distribution: Southern Region, 35.2 percent; Midwestern Region, 27.7 percent; North Atlantic Region, 25.6 percent; and Western Region, 11.5 percent. Fifty-seven percent of the schools were public, 17 percent were private/secular, and 26 percent were private/religious. A comparison of parent institutions showed universities were 68.9 percent, four-year colleges were 28.8 percent, and 2.3 percent were classified as other such as consortium schools and external degree programs.

## Section 2. Methods

The survey consists of four components: faculty salaries, deans' salaries, administrative faculty salaries, and institutional data. The institutional data not only provide information on enrollment and graduations, but also provide the information for classifying schools into categories of region, type and size of programs, type of institution, and source of financial support. These are the categories that structure the tables presented in Section 3.

### Survey Techniques

The first mailing of survey forms was sent to member schools in mid-August 1986. By the end of September, approximately 46 percent of the returns were in, and reminder letters were sent to over 200 schools. Follow-up phone calls and letters were used throughout October and November until data collection was terminated in late November with a 95 percent response rate.

The editing and coding of the survey questionnaires overlapped data collection. Additional phone calls were made and follow-up letters sent to respondent schools to verify survey responses and to correct omissions in the returned questionnaires. Of the 371 respondents, 23 indicated that the deanship was vacant at the time of data collection (fall 1986). Because interim deans are generally faculty members acting as temporary replacements, their salaries are not reflective of the position. Data on salary and characteristics of acting deans were therefore excluded from the calculations. In 1986-87, interim deans accounted for 6.2 percent, the same percent as in 1985-86.

Following initial analysis of the data, which identified salary and enrollment changes from the previous year, a third series of phone calls was made to verify major changes. Analysis was concluded by mid-January, and the first report in the 1986-87 series, "Report on Faculty Salaries in Colleges and Universities", was completed.

### Data Processing

Where there are a sufficient number of deans in a group, data are presented for the 10th, 25th, 50th, 75th, and 90th percentile salaries. These percentile salaries are those at or below which 10, 25, 50, 75, and 90 percent of salaries fall, respectively. By this definition, the 50th percentile is the median salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Therefore, the 10th and 90th percentiles have not been calculated when the number is less than eleven, the 25th and 75th percentiles have not been calculated when the number is less than five, and the 50th percentile has not been reported when the number is less than three.

As part of processing the data for the tables, all salary figures were converted to a calendar year basis. To do this, salary data based on an academic year were multiplied by eleven-ninths (11/9), converting them to calendar year data.

## Terminology

Instructions that included operational definitions were given for completing the four survey forms. In general, the terms were defined by common usage in the academic community. To ensure uniformity, however, some terms were defined specifically:

- school represents the nursing unit in a higher education institution that offers baccalaureate, master's, or doctoral programs in nursing;
- dean refers to the chief administrative officer of the nursing unit, whether the local title is dean, director, chairman, head, or other term;
- academic health center is any institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program, specifically nursing;
- salary basis is determined by the number of months for receiving salary; the academic year is 9 or 10 months and the calendar year is 11 or 12 months.

## Section 3. Results and Discussion

Selected data for deans of nursing from the 1986-87 survey are presented in the following tables. Tables 1 through 13 report salary data by various characteristics of the deans' position and institution. Tables 14 through 18 provide descriptive data on the survey respondents.

Table 1 compares data on deans' salary for nine years of the IDS survey. The median salary (50th percentile) showed an increase of 4.8 percent over 1985-86. Table 2 compares schools that participated in both the 1985-86 and 1986-87 surveys with the same dean continuing in office. The median salary for this group shows an increase of 5.0 percent over the previous year. This group provides a more stable index of salary change than the survey respondents as a whole.

Table 3 illustrates that the majority of deans (86.5 percent) are employed on a calendar year basis, while Tables 4, 5, and 6 provide information on deans' salaries by region, institutional control, and type of parent institution. In Table 6, the "other" category represents nursing programs in specialized institutions, such as external degree programs, consortia, or other "one of a kind" programs.

Tables 7, 8, and 9 summarize salary data by academic health center, type of program, and size of the faculty. Table 10 reports salary by highest degree. A total of 323 deans or 93.1 percent held an earned doctorate, a slight increase over the 90.3 percent of 1985-86. The largest number of deans with doctoral degrees have the Ph.D. The majority of these doctoral degrees are in education (N=80), with the second largest group in nursing (N=38). The number of deans whose highest educational credential is a master's degree continues to decrease. This year it was 6.9 percent as compared to 7.4 percent in 1985-86.

Salaries of nursing deans by title are shown in Table 11, indicating that the majority of chief administrators hold the title of dean, 56.5 percent. Examples of "other" titles are head and coordinator.

Tables 12 and 13 report salary data by rank and tenure. A comparison of tenure status showed that 70.3 percent of the deans had tenure, 22.5 percent did not, and an additional 7.2 percent worked in institutions that did not have a tenure system.

Tables 14 through 19 provide descriptive data on survey respondents that are not related to salary.

Table 1

Comparison of Salaries of Nursing Deans
from 1978-79 to 1986-87

| Year | N | Percentile 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| 1986-87 | 347 | 38,000 | 44,000 | 52,000 | 65,300 | 77,100 |
| 1985-86 | 341 | 35,700 | 41,300 | 49,600 | 60,200 | 70,900 |
| 1984-85 | 328 | 34,600 | 40,000 | 47,900 | 57,900 | 68,300 |
| 1983-84 | 292 | 33,500 | 37,900 | 45,800 | 55,000 | 62,500 |
| 1982-83 | 272 | 32,100 | 37,000 | 44,700 | 53,000 | 60,600 |
| 1981-82 | 240 | 30,100 | 36,000 | 42,800 | 50,500 | 57,300 |
| 1980-81 | 208 | 29,200 | 34,600 | 40,400 | 46,900 | 52,900 |
| 1979-80 | 184 | 26,300 | 31,600 | 38,400 | 44,500 | 50,500 |
| 1978-79 | 171 | 24,500 | 28,000 | 35,700 | 41,600 | 46,400 |

Table 2

Comparison of Salaries of Nursing Deans
Continuing in Office from 1985-86 to 1986-87

| Year | N | Percentile 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| 1986-87 | 279 | 38,500 | 44,500 | 52,800 | 66,000 | 77,000 |
| 1985-86 | 279 | 36,500 | 42,200 | 50,300 | 61,500 | 71,600 |

Table 3

Comparison of Salaries of Nursing Deans
on Academic and Calendar Year Basis

| Salary Basis | N | Percentile 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Academic Year Basis (Converted to Calendar Year Basis) | 47 | 35,900 | 42,800 | 47,700 | 53,800 | 60,100 |
| Calendar Year Basis | 300 | 38,000 | 44,900 | 53,700 | 67,500 | 78,900 |

Table 4

Salaries of Nursing Deans by Region

| Region | N | Percentile 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| North Atlantic | 89 | 38,500 | 43,000 | 52,500 | 63,600 | 74,200 |
| Midwest | 96 | 37,600 | 43,300 | 50,600 | 62,800 | 76,900 |
| South | 122 | 38,900 | 46,100 | 52,800 | 66,400 | 79,600 |
| West | 40 | 36,600 | 42,800 | 52,000 | 67,900 | 86,700 |

Table 5

Salaries of Nursing Deans by Institutional Control

| Control | N | Percentile 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Public | 199 | 44,000 | 48,700 | 57,700 | 69,000 | 79,000 |
| Private/secular | 57 | 39,900 | 43,200 | 51,400 | 63,300 | 90,700 |
| Private/religious | 91 | 32,400 | 37,500 | 43,300 | 51,300 | 63,400 |

Table 6

Salaries of Nursing Deans by Parent Institution

| Parent Institution | N | Percentile 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| University | 239 | 43,400 | 48,000 | 58,400 | 70,000 | 81,400 |
| Four-year College | 100 | 33,100 | 37,900 | 43,300 | 50,000 | 55,000 |
| Other | 8 | -- | 42,200 | 50,400 | 65,400 | -- |

Table 7

Salaries of Nursing Deans by Location in Academic Health Center

| Location | N | Percentile 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| In Academic Health Center | 75 | 55,500 | 64,300 | 75,000 | 83,200 | 93,000 |
| Not in Academic Health Center | 272 | 37,100 | 42,800 | 48,700 | 57,100 | 66,500 |

Table 8

Salaries of Nursing Deans by Type of Program

| Program Type | N | Percentile 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Baccalaureate Only | 176 | 35,900 | 40,300 | 46,800 | 52,500 | 59,900 |
| Masters Only | 6 | -- | 59,500 | 74,700 | 80,500 | -- |
| Baccalaureate, Master's | 128 | 43,600 | 50,000 | 59,900 | 68,000 | 77,400 |
| Master's, Doctoral | 1 | -- | -- | -- | -- | -- |
| Baccalaureate, Master's, Doctoral | 36 | 55,900 | 71,200 | 78,500 | 87,800 | 99,300 |

Table 9

Salaries of Nursing Deans by Faculty Size

| Number of Faculty | N | Percentile 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| 0-10 | 117 | 35,300 | 39,600 | 44,500 | 50,100 | 57,500 |
| 11-20 | 93 | 37,500 | 44,000 | 50,000 | 56,900 | 64,500 |
| 21-30 | 42 | 46,100 | 50,300 | 55,000 | 66,400 | 72,500 |
| 31-40 | 36 | 39,000 | 56,100 | 63,800 | 69,000 | 83,100 |
| 41-60 | 40 | 56,300 | 63,300 | 73,100 | 79,700 | 85,800 |
| More than 60 | 19 | 70,900 | 73,000 | 79,000 | 92,600 | 108,000 |

Table 10

Salaries of Nursing Deans by Type of Highest Degree

| Highest Degree | N | Percentile 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| DNS or DNSc | 20 | 35,900 | 42,400 | 50,200 | 62,100 | 68,900 |
| EdD | 106 | 37,900 | 44,000 | 52,800 | 63,300 | 73,100 |
| PhD | 187 | 39,900 | 45,600 | 53,900 | 68,100 | 81,000 |
| DPH or DrPH | 7 | -- | 46,900 | 48,000 | 83,000 | -- |
| Other Doctorate | 3 | -- | -- | 48,000 | -- | -- |
| Nursing Master's | 21 | 31,200 | 35,700 | 41,700 | 48,900 | 71,400 |
| Other Master's | 3 | -- | -- | 43,500 | -- | -- |

Table 11

Salaries of Nursing Deans by Title

| Title | N | Percentile 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Dean | 196 | 43,900 | 51,900 | 62,300 | 72,900 | 83,600 |
| Director | 40 | 36,700 | 40,400 | 46,900 | 51,100 | 59,800 |
| Chair | 97 | 32,700 | 39,800 | 44,200 | 49,000 | 53,900 |
| Other | 14 | 35,200 | 43,000 | 48,200 | 60,600 | 65,400 |

Table 12

Salaries of Nursing Deans by Rank

| Academic Rank | N | Percentile 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| Professor | 229 | 43,300 | 50,000 | 59,300 | 70,200 | 81,400 |
| Assoc. Prof | 95 | 35,100 | 39,600 | 44,200 | 49,100 | 54,900 |
| Asst. Prof | 11 | 25,700 | 35,400 | 42,800 | 48,700 | 49,800 |
| No Rank | 12 | 31,200 | 39,300 | 48,700 | 60,500 | 76,500 |

Table 13

Salaries of Nursing Deans by Tenure Status

| Tenure Status | N | Percentile 10th | 25th | 50th | 75th | 90th |
|---|---|---|---|---|---|---|
| With Tenure | 244 | 40,000 | 47,300 | 56,800 | 69,000 | 80,400 |
| Without Tenure | 78 | 36,500 | 40,300 | 44,600 | 52,000 | 61,000 |
| No Tenure System | 25 | 31,300 | 39,000 | 46,000 | 53,300 | 67,500 |

Table 14

Length of Administrative Term of Nursing Deans

| Length of Term | N | Percent |
|---|---|---|
| No fixed term | 250 | 72.0% |
| 2 years | 10 | 2.9% |
| 3 years | 51 | 14.7% |
| 4 years | 11 | 3.2% |
| 5 years | 23 | 6.6% |
| 6 or more years | 2 | 0.6% |

Table 15

Number of Nursing Deans Elected by Faculty by Region

| Region | Elected | | Not Elected | |
|---|---|---|---|---|
| | Number | Percent | Number | Percent |
| North Atlantic | 18 | 20.0% | 71 | 80.0% |
| Midwest | 12 | 12.5% | 84 | 87.5% |
| South | 7 | 1.5% | 115 | 94.3% |
| West | 5 | 12.5% | 35 | 87.5% |

Table 16

Type of Performance Review of Nursing Deans

| Type of Review | N | Percent |
|---|---|---|
| Internal Review | 181 | 52.2% |
| Internal and External Review | 24 | 6.9% |
| No Review Done | 142 | 40.9% |

Table 17

Schools with Membership on
State Boards of Nursing

| Representative | N | Percent |
|---|---|---|
| Dean | 29 | 8.3% |
| Faculty | 36 | 10.4% |
| None | 282 | 81.3% |

Table 18

Time in Current Position and
Total Years as Dean

Time in Current Position

| Number of Years | N |
|---|---|
| Less than 1 year | 28 |
| 1 | 48 |
| 2 | 39 |
| 3 | 27 |
| 4 | 35 |
| 5 | 38 |
| 6 | 37 |
| 7 | 16 |
| 8 | 14 |
| 9 | 7 |
| 10 | 18 |
| 11 | 9 |
| 12 | 10 |
| 13 | 8 |
| 14 | 3 |
| 15 | 1 |
| 16 | 4 |
| 17 | 1 |
| 18 | 2 |
| 19 | 1 |
| 20 | 0 |
| 21 | 1 |

Mean: 5.1 years
Median: 4.0 years
Mode: 1.0 years

Total Years As Dean

| Number of years | N |
|---|---|
| Less than 1 year | 22 |
| 1 | 37 |
| 2 | 36 |
| 3 | 18 |
| 4 | 36 |
| 5 | 25 |
| 6 | 36 |
| 7 | 20 |
| 8 | 22 |
| 9 | 9 |
| 10 | 16 |
| 11 | 10 |
| 12 | 13 |
| 13 | 9 |
| 14 | 8 |
| 15 | 1 |
| 16 | 5 |
| 17 | 5 |
| 18 | 5 |
| 19 | 2 |
| 20 | 3 |
| 21 | 3 |
| 22 | 2 |
| 23 | 1 |
| 24 | 1 |
| 26 | 1 |
| 29 | 1 |
| 33 | 1 |

Mean: 6.6 years
Median: 5.5 years
Mode: 1.0 years

# APPENDIX

## GEOGRAPHIC REGIONS

**North Atlantic Region**
Connecticut
Delaware
District of Columbia
Maine
Massachusetts
New Hampshire
New Jersey
New York
Pennsylvania
Rhode Island
Vermont

**Midwest Region**
Illinois
Indiana
Iowa
Kansas
Michigan
Minnesota
Missouri
Nebraska
North Dakota
Ohio
South Dakota
Wisconsin

**South Region**
Alabama
Arkansas
Florida
Georgia
Kentucky
Louisiana
Maryland
Mississippi
North Carolina
Oklahoma
South Carolina
Tennessee
Texas
Virginia
West Virginia
Puerto Rico

**West Region**
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Alaska
California
Colorado
Hawaii
Idaho
Montana
Nevada
New Mexico
Oregon
Utah
Washington
Wyoming

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